

## **BEACON HR/Payroll Project Toolkit #1**

October 2006



## What is the BEACON HR/Payroll Project?

**BEACON is an acronym for – Building Enterprise Access for North Carolina’s Core Operation Needs**

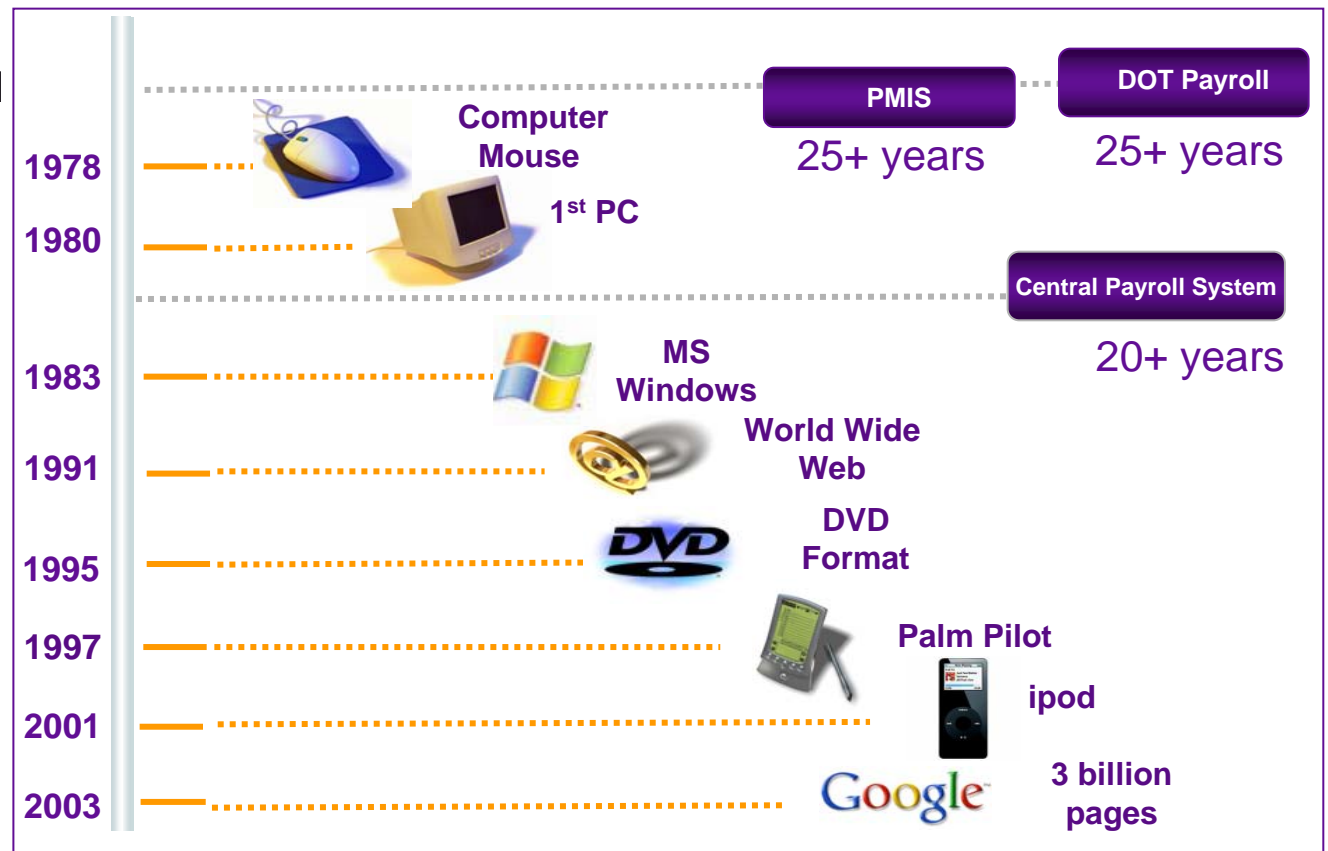
This collaborative effort is designed to transform the way the state conducts business by **modernizing and standardizing key business processes in human resources and payroll.**

In other words, this project will make it easier for the state’s human resource and payroll workers to do their jobs by creating a single system of record, improving reporting capabilities and eliminating manual work arounds. The project also grants state employees better access to and control over their personal information.

## Why is BEACON Needed Now?

The State's current core business operations are conducted on an antiquated legacy system that:

- Is more than 25 years old
- Is difficult to maintain and support
- Relies on outdated technology
- Is at risk of failure due to old age and loss of vendor support
- Is supported by a workforce that is rapidly reaching retirement age



## BEACON HR/Payroll Project Benefits

In addition to creating an improved and more cost-effective business infrastructure for the State, once implemented the BEACON HR/Payroll project will make it easier for state employees to:

View and print copies of their pay stubs



Sample Pay Stub			
Select a date to view a pay stub			
2010 12 31 2010 12 31 2010 12 31			
Check Amount: \$2,897.28			
Employee Information			
Employee ID:	0001	First Name:	John Doe
Employee Name:	John Doe	Last Name:	Doe
Address:	123 Main St, Suite 100, Raleigh, NC 27601		
Pay Period Information			
Pay Period:	12/28/2010 - 12/29/2010	Pay Date:	12/31/2010
Pay Rate:	\$15.00	Hours Worked:	19.33
Base Pay:	\$225.00	Overtime Pay:	\$1,150.00
Health Insurance:	\$10.00	Dental Insurance:	\$10.00
Life Insurance:	\$10.00	Retirement:	\$10.00
Union Dues:	\$10.00	Other Deductions:	\$10.00
Total Deductions:	\$50.00	Net Pay:	\$2,847.28
Tax Information			
Federal Tax:	\$100.00	State Tax:	\$50.00
Local Tax:	\$10.00	Other Taxes:	\$10.00
Total Taxes:	\$170.00	Net Pay:	\$2,847.28

Access W-2 information



W-2 Wage and Tax Statement  
2006

Employer's name (not for employer's use only):  
State of North Carolina

Employer's address (not for employer's use only):  
100 North Salisbury Street, Raleigh, NC 27601

Employer's federal tax ID number:  
00-0000000

Employee's name (not for employer's use only):  
John Doe

Employee's address (not for employer's use only):  
123 Main St, Suite 100, Raleigh, NC 27601

Employee's federal tax ID number:  
123-45-6789

Wages, tips, other compensation:  
\$1,150.00

Federal income tax withheld:  
\$100.00

State income tax withheld:  
\$50.00

Local income tax withheld:  
\$10.00

Retirement plan:  
\$10.00

Health, dental, vision insurance:  
\$30.00

Life insurance:  
\$10.00

Other deductions:  
\$10.00

Net wages, tips, other compensation:  
\$1,020.00

Net federal income tax withheld:  
\$100.00

Net state income tax withheld:  
\$50.00

Net local income tax withheld:  
\$10.00

Net other deductions:  
\$30.00

Net wages, tips, other compensation, after deductions:  
\$990.00

Net federal income tax, after deductions:  
\$100.00

Net state income tax, after deductions:  
\$50.00

Net local income tax, after deductions:  
\$10.00

Net other deductions, after deductions:  
\$30.00

Net wages, tips, other compensation, after all deductions:  
\$860.00

Net federal income tax, after all deductions:  
\$100.00

Net state income tax, after all deductions:  
\$50.00

Net local income tax, after all deductions:  
\$10.00

Net other deductions, after all deductions:  
\$30.00

Net wages, tips, other compensation, after all deductions, after all taxes:  
\$680.00

Securely update personal information



## What Is This Project About?

**Replacing 3 Systems...**

**PMIS**

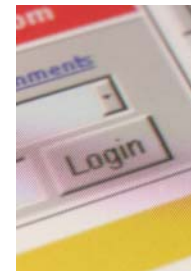
**Central  
Payroll**

**DOT  
Payroll**

**...with 1 HR/Payroll System**

**SAP R/3**

**& Web Portal Access**

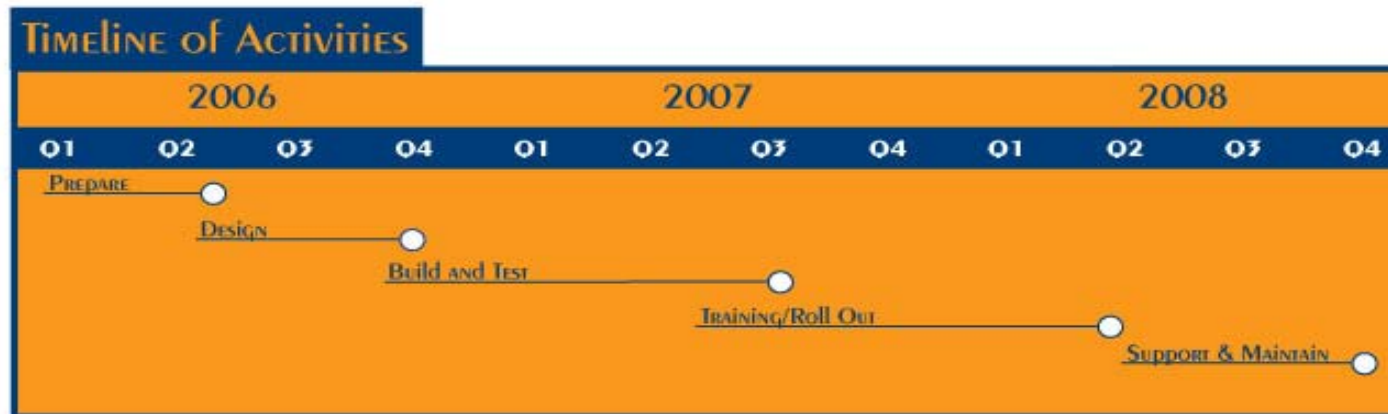


**Employee  
Self Service**

**Manager Self  
Service**

## HR/Payroll Timeline

**SAP's HR/Payroll modules are scheduled to go live in early 2008.**





## Additional Sources of BEACON HR/Payroll Project Information

- The BEACON HR/Payroll project website, [www.beacon.nc.gov](http://www.beacon.nc.gov), will provide the most up-to-date information on the BEACON HR/Payroll Project.
- “*The BEACON View*” is a bi-monthly newsletter providing news about the BEACON HR/Payroll Project.
- BEACON HR/Payroll Project Support Team (BST) Communication Agents and Subject Matter Experts (SMEs).



## BEACON HR/Payroll Project Resources

If you have any questions pertaining to the Communications Toolkit, please contact:

- **Tyler Jones**  
tyler.jones@ncosc.net  
Phone: 919-431-6523
- **Timothy Poppema**  
timothy.poppema@ncosc.net  
Phone: 919-431-6524